

Council on Postsecondary Education
March 15, 2004

Endowment Match Program Diversity Plans

House Bill 269 requires universities that participate in the Endowment Match Program to develop and implement plans to achieve reasonable gender and ethnic diversity among faculty and financial aid recipients funded through the program.

The Commonwealth of Kentucky's 2003 Budget Bill (HB 269) stipulates that "the universities shall develop and implement specific strategies and plans calculated to achieve reasonable diversity in the recruitment and retention of women, African Americans, and other underrepresented minorities for positions funded by the Endowment Match Program, including fellowship, scholarship, and graduate assistantship positions" (p. 282).

During 2003, a working committee comprised of university officials and Council staff developed a diversity plan outline that established general guidelines for constructing diversity plans for program positions and financial aid recipients (Attachment A). The outline was forwarded to university chief budget officers with instructions that they develop and submit plans to the Council no later than January 5, 2004.

A summary of diversity objectives for all institutions (Attachment B) and copies of each institution's diversity plan (Attachment C) are provided.

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